

Workplaces That Thrive

A RESOURCE FOR CREATING MENTAL HEALTH-FRIENDLY WORK ENVIRONMENTS



**MENTAL
HEALTH**

it's part of our workplace



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Substance Abuse and Mental Health Services Administration
Center for Mental Health Services
www.samhsa.gov

ABOUT THIS RESOURCE

This publication is designed to help human resources personnel look at the benefits of a Mental Health-Friendly Workplace. The benefits accrue to both the bottom line of a business and to the health and well-being of the workforce—a business’s most valuable asset—on the balance sheet and in ethical and human terms.

This resource is useful for taking stock of the current level of mental health friendliness and for inspiring new thinking and planning for the future.

Section I is a brief introduction to the status of mental health in the U.S. workplace, including the challenge of overcoming stigma and discrimination toward persons with mental illnesses.

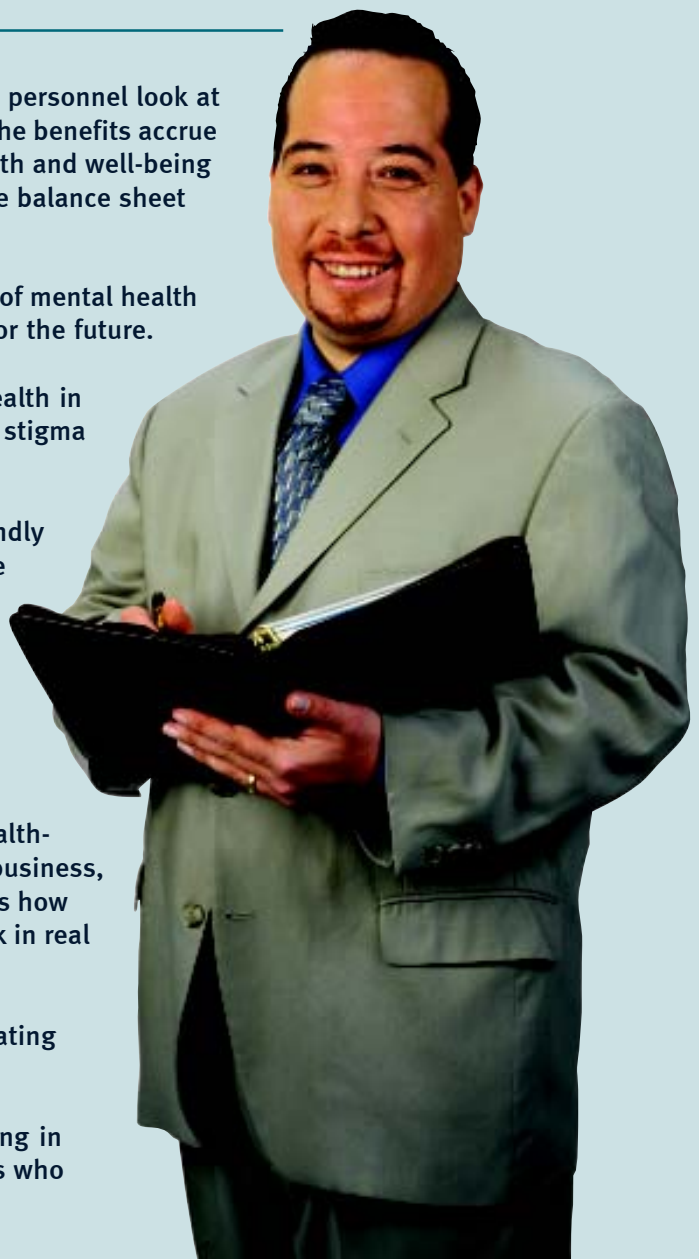
Section II describes the elements of a Mental Health-Friendly Workplace and helps make a preliminary assessment of the current situation in a workplace.

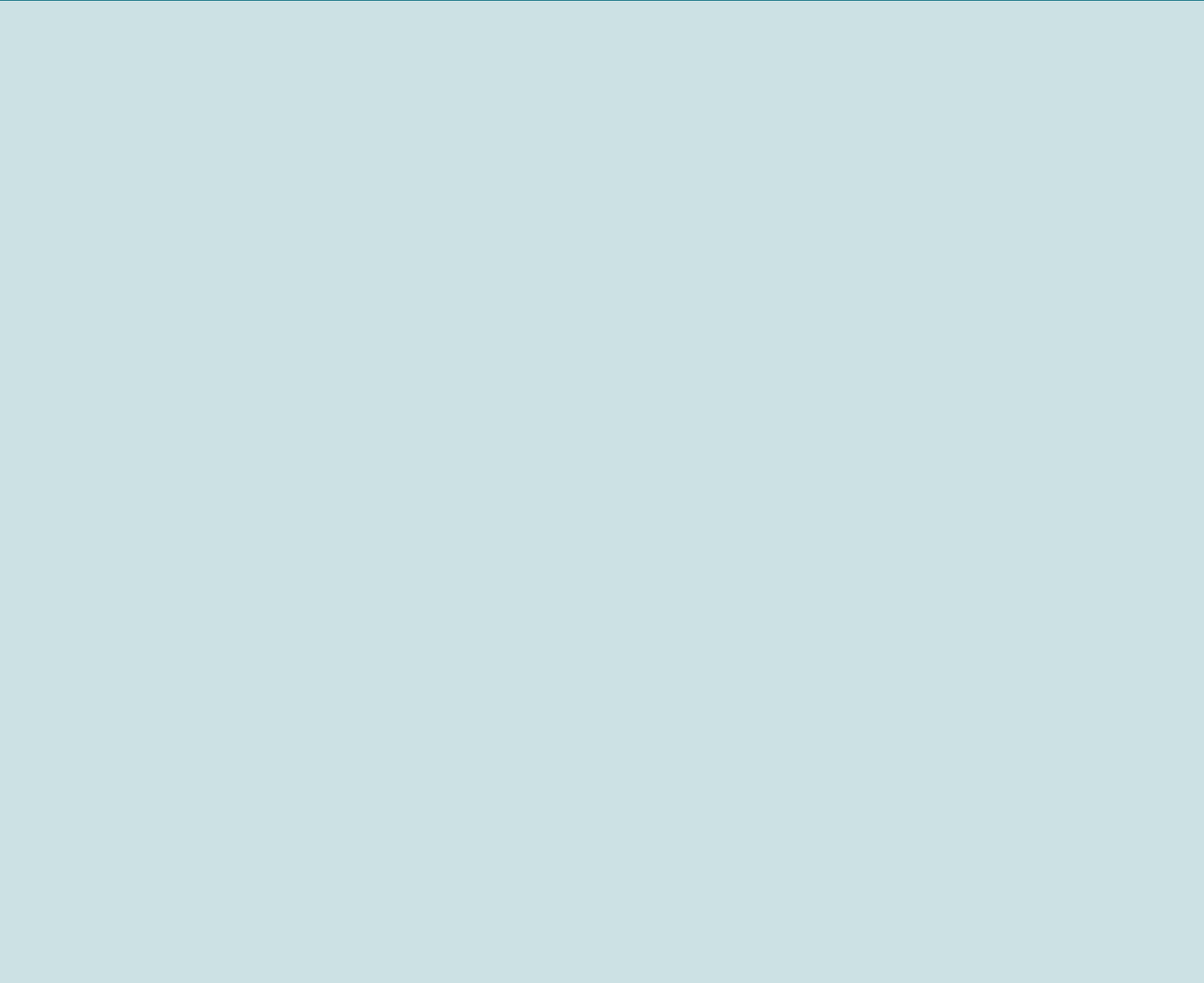
Section III describes, in alphabetical order, a range of policies and practices that are employed in businesses across the country, as well as in many other parts of the industrialized world.

Section IV presents portraits of three thriving Mental Health-Friendly Workplaces across the United States—one small business, one medium-sized, and one large—each of which illustrates how mental health-friendly policies and practices look and work in real life settings.

Section V provides ready-to-use resources for communicating with employees about mental health in the workplace.

Section VI provides materials for basic supervisory training in some mental health essentials for working with employees who experience mental illnesses.







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